



UNITED STATES MARINE CORPS

2D BATTALION, 3D MARINES

3D MARINE DIVISION

BOX 63012

MCBH KANEOHE BAY, HAWAII 96863-3012

IN REPLY REFER TO:

5354

CO

16 Jul 20

From: Commanding Officer

To: Distribution List

Subj: EQUAL OPPORTUNITY

Ref: MCO 5354.1E

1. Teamwork and trust requires a cohesive team with the utmost excellence to insure our warfighting capabilities. Success in combat was won through the sacrifice and valor of Marines and Sailors of virtually every race, culture, ethnicity, religion, gender, and economic background. The Marine Corps is built on Core Values and the trust and teamwork shared between individual Marines and their leaders. Inherent in this trust is the understanding that fair and unbiased treatment is paramount. No Marine or Sailor will undermine this tradition by treating another unfairly based on age, color, gender, sexual orientation, race, religion, or national origin. Doing so erodes the warfighting ability of our unit.
2. We will not tolerate any form of harassment or discriminatory conduct within this battalion. Such conduct – real or perceived – erodes the cohesiveness and mutual trust among the members of this unit and undercuts our combat effectiveness.
3. Marines who feel they have been treated unfairly should report the incident to their chain of command or resolve using the informal resolution process. The key to preventing a culture of mistrust is the quick identification and openly addressing the issues with the chain of command so a single incident can be prevented from developing into a culture.
4. Equal Opportunity is everyone's responsibility. Anyone who witnesses an act of discrimination or harassment has a responsibility to address, correct or report the inappropriate behavior immediately. Equal Opportunity complaints may be addressed through informal or formal procedures, and will be investigated and resolved in a timely and thorough manner.
5. We will not inhibit the pursuit of excellence or dismiss established standards to create the illusion of equality. We will demand excellence, reward outstanding performance, remediate substandard performance and administer military justice with the same equality with which we offer opportunities to excel.

6. This battalion's success depends on the collective strength, cohesion and the mutual trust of its individuals. Discrimination based on age, color, gender, sexual orientation, race, religion or national origin is incompatible with trust and cohesion. MCO 5354.1E provides several avenues to seek formal redress, the Request Mast process is the preferred method for filing a formal complaint.



B. H. TURNER